



March 2, 2016

Re: Use of Criminal Records for Employment Decisions

Dear Senator Gomes, Representative Tercyak, Senator Hwang and Representative Rutigliano:

I write on behalf of the Consumer Data Industry Association (CDIA) to share our thoughts and concerns related to House Bill 5237, legislation seeking to ban certain questions from employment applications, and restrict employers' use of criminal history records of applicants and employees.

By way of background, CDIA was founded in 1906 and is the international trade association that represents some 120 consumer data companies. CDIA members represent the nation's leading institutions in credit reporting, fraud prevention, risk management, and employment reporting.

Like most Americans, CDIA and our members, value second chances and we firmly believe that formerly incarcerated people should be given an opportunity to move on from their past, and begin a new chapter in their lives. However, we maintain that second chance should not come at the expense of denying employers the ability to properly safeguard their customers, employees, and other vital assets.

As a general principal, CDIA and its members support prudent public policy which allows employers to have the flexibility to thoroughly screen job applicants. As currently constituted, this legislation would deny employers the flexibility that is necessary to thoroughly evaluate a job applicant. CDIA does not oppose the removal of questions from job applications regarding an applicant's criminal history. However, we oppose any attempt to restrict an employer's access to an applicant's criminal history record. Access to these records serve a critical public interest by enabling users to make more informed hiring decisions.

I hope this information has been helpful to you and your committee. Please feel free to reach out to me and CDIA throughout the legislative process, as we are happy to offer our subject matter expertise in this debate.

Respectfully submitted,

Ramon O. Looby
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